

Elizabeth R. McKenna

Shareholder

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Focus Areas

Class Action
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Wage and Hour
Litigation and Trials
Home Health and Home Care
Drugs and Alcohol

Overview

Elizabeth McKenna focuses her practice on litigating a wide range of employment matters arising in state and federal court as well as at the administrative level before the Connecticut Commission on Human Rights and Opportunities and the Equal Employment Opportunity Commission. She has specific experience with:

- Discrimination and retaliation litigation
- Wage and hour disputes
- Discipline and termination issues
- Common law tort claims

In addition, Elizabeth regularly provides advice and counsel on a nationwide basis to employers seeking to implement or revise a workplace drug and alcohol testing program. Her practice includes, but is not limited to, advising as to compliance with state and federal law and addressing the impact of marijuana legalization on workplace drug testing.

Prior to joining Littler Mendelson, Elizabeth served as a law clerk for the Hon. Richard A. Robinson of the Connecticut Appellate Court.

Professional and Community Affiliations

- Member, Connecticut Bar Association
- Member, New Haven County Bar Association
- Member, Membership Committee, New Haven County Bar Association
- Member, New Haven Inn of Court

Education

J.D., Pepperdine University School of Law, 2006

B.A., Lake Forest College, 2003, *cum laude*

Bar Admissions

Connecticut

New York

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, District of Connecticut

Publications & Press

Connecticut Employers Can Terminate Employees Impaired by Medical Marijuana While Working; Appellate Court Also Provides Guidance for Reasonable Suspicion Drug Tests

Little ASAP

March 19, 2024

How Connecticut Employers Can Be Ready for Legislation that Became Effective January 1, 2024

Little ASAP

January 4, 2024

Employer Drug-Testing Rules Clipped by Rhode Island Marijuana Legalization

Little ASAP

June 7, 2022

Connecticut Legalizes Recreational Marijuana, Will Allow Employers to Continue Prohibiting Recreational Marijuana Use

Little Insight

July 19, 2021

Montana Legalizes Marijuana for Recreational Use and Will Protect Lawful Off-Work Use

Little ASAP

May 25, 2021

Rhode Island Supreme Court Upholds Dismissal of Driver Who Refused Reasonable Grounds Drug Test

Little Insight

June 26, 2020

Reopen Connecticut Phase One: Sector Rules for May 20 Reopening

Little Insight

May 14, 2020

NJ Supreme Court Holds Medical Marijuana Use Outside of the Workplace is Protected Under State Law and Employers are Required to Accommodate After-Hours Use

Little Insight

March 16, 2020

Little Elevates 28 Attorneys to Shareholder

Little Press Release

January 6, 2020

FMCSA-Regulated Employers Take Note: Drug and Alcohol Clearinghouse Implementation Quickly Approaching

Little Insight

November 5, 2019

5 Noteworthy Changes To Conn. Sexual Harassment Laws

Law360

July 17, 2019

New Connecticut Law Addressing Sexual Harassment Imposes Additional Obligations on Employers

Little ASAP

June 19, 2019

Illinois Poised to Protect Marijuana Users from Adverse Employment Actions as Part of Marijuana Legalization Legislation

Little Insight

June 19, 2019

Delaware Court Holds Federal Law Does Not Preempt Employee Protections under State Medical Marijuana Law

Little Insight

January 11, 2019

Connecticut Continues to Extend Protections to Employees under State Medical Marijuana Law, Rejects Federal Preemption Defense

Littleter Insight

September 11, 2018

In the First Case of its Kind, Court Rules Federal Law Does Not Trump Employee Protections under State Medical Marijuana Law

Littleter Insight

August 16, 2017

Connecticut Extends Workplace Harassment and Discrimination Protections to Unpaid Interns

Littleter ASAP

June 25, 2015

Second Circuit Expands Prior Interpretation of FLSA's Anti-Retaliation Provision to Include Internal Complaints to Employer

Littleter ASAP

April 29, 2015

Speaking Engagements

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

2022 Update on New and Existing Connecticut Employment Legislation

July 27, 2022

2021 Connecticut Employment Legislation Update

New Haven, CT

September 17, 2021

Federal Database on Driver Drug and Alcohol Use Goes Live: How to Prepare for the Drug and Alcohol Clearinghouse

November 12, 2019

Accommodating Mental Health Issues in the Workplace

2019 New England Employer Conference, Newton, MA

September 27, 2019

Medical Marijuana, Mandatory Immunization and Attendance Enforcement: Recent Developments Affecting the Disability Accommodation Analysis Add Both Complexity and Much Needed Clarity

September 13, 2019

2017 New England Employer Conference

Boston, MA

October 27, 2017

What Does Legalized Medical Marijuana Mean For Connecticut Employers?

New Haven, CT

June 13, 2017